AMITY UNIVERSITY
RAJASTHAN

Kant Kalwar, NH-11-C,
Jaipur (Rajasthan) 303002
Tel: 01426 - 405678
Fax: 01426 - 405679

Equity, Diversity, and Inclusion (EDI) Policy

(Aligned with UGC Equity Guidelines, NEP 2020, and UN SDGs 4, 5 & 10)

Date: 05/12/2024

Introduction

Amity University Rajasthan (AUR) is committed to fostering an inclusive, equitable, and supportive campus environment that values and respects the diversity of its community. The **Equity, Diversity, and Inclusion (EDI) Policy** is designed to uphold fairness, equality, and mutual respect, ensuring that all members of the University — students, faculty, staff, and visitors — are treated with dignity, free from bias, discrimination, or prejudice.

The University recognizes and embraces diversity in all forms — including age, gender, disability, race, ethnicity, religion, sexual orientation, marital or parental status, and socio-economic background — and upholds its responsibility to create a safe, accessible, and empowering learning and working environments for all.

Objective

- To promote **inclusive growth** of all stakeholders of the University through diversity-conscious practices and equitable opportunities.
- To ensure **fair execution of all academic, administrative, and co-curricular activities** by upholding principles of equal representation and participation.
- To align institutional culture with the **National Education Policy (NEP) 2020**, **Rights of Persons with Disabilities Act (2016)**, and **UGC Guidelines on Equity and Inclusion (2020)**.

Scope

This policy applies to all University entities and activities, including:

- Academic Departments and Schools
- Administrative and Statutory Committees
- Research and Innovation Bodies
- Faculty, Staff, and Students
- Community Outreach and Extension Programs
- External Stakeholders and Collaborators

Kant Kalwar, NH-11-C,
Jaipur (Rajasthan) 303002
Tel: 01426 - 405678
Fax: 01426 - 405679

- Operational and Support Divisions

Guiding Principles

1. **Equal Opportunities:** Ensure equitable access to education, training, employment, and all University resources, regardless of identity or background.
2. **Respect and Dignity:** Maintain a culture of mutual respect, empathy, and understanding where every individual feels valued.
3. **Elimination of Discrimination:** Prevent and prohibit all forms of direct or indirect discrimination, harassment, or victimization.
4. **Accessibility and Inclusivity:** Promote barrier-free infrastructure, digital accessibility, and reasonable accommodations for people with disabilities.
5. **Awareness and Education:** Encourage continuous sensitization through EDI-related workshops, courses, and interactive discussions.
6. **Proactive Approach:** Identify and remove structural or cultural barriers to inclusion through periodic reviews and stakeholder feedback.
7. **Reporting Mechanism:** Maintain a transparent, confidential, and responsive grievance redressal system for all EDI-related concerns.

Key Areas of Focus

1. **Age:** Promote intergenerational learning and ensure fair treatment and opportunities for individuals of all age groups.
2. **Gender:** Strive for gender equality, representation, and safety through gender-sensitive policies, leadership opportunities, and awareness programs.
3. **Disability:** Create a barrier-free and accessible campus by providing infrastructure, assistive technology, and academic accommodations.
4. **Race and Ethnicity:** Celebrate cultural diversity through inclusive events and multicultural learning opportunities.
5. **Religion:** Respect all faiths and belief systems, ensuring reasonable accommodation for religious practices.
6. **Sexual Orientation and Gender Identity:** Foster a safe, inclusive environment for LGBTQIA+ members through sensitization and support systems.
7. **Marriage and Civil Partnership:** Respect and recognize all legally acknowledged partnerships and treat all individuals equally.
8. **Pregnancy and Maternity:** Provide appropriate support, accommodations, and flexibility for students and staff during pregnancy, maternity, and parenting phases.

Kant Kalwar, NH-11-C,
Jaipur (Rajasthan) 303002
Tel: 01426 - 405678
Fax: 01426 - 405679

9. **Institutionalization:** Implement the EDI Policy as a central pillar of university functioning, integrated into all academic and administrative systems.
10. **Academic and Administrative Committees:** Ensure equal representation and participation of all members, irrespective of gender, ethnicity, religion, or background.
11. **Co-Curricular and Extra-Curricular Activities:** Promote holistic student development by encouraging equal participation in all campus activities and events.
12. **National Service Scheme (NSS):** Conduct inclusive community outreach and **Unnat Bharat Abhiyan** programs focusing on equity, rural empowerment, and digital literacy.
13. **EDI-Based FDPs and Workshops:** Organize Faculty Development Programs and training sessions on inclusive pedagogy and contemporary EDI practices.
14. **EDI Briefing during Orientation:** Introduce new students to EDI principles, support services, and grievance redressal mechanisms during induction.
15. **Fair and Quality Leadership:** Strengthen leadership accountability by encouraging transparency, representation, and inclusiveness in decision-making.
16. **Scholarship Programs:** Provide scholarships and financial aid to meritorious students from underprivileged backgrounds in line with NEP 2020 recommendations.
17. **Employment Practices:** Regularly review and update HR policies to ensure recruitment, promotion, and appraisal systems are equitable and inclusive.
18. **Training and Mentoring Programs:** Conduct structured mentoring and professional development programs for faculty and staff to enhance inclusive educational practices.

Implementation and Accountability

- The responsibility for the effective implementation of this policy rests with the entire University community.
- The **Equity, Diversity and Inclusion Committee (EDIC)**, in coordination with the **Internal Complaints Committee (ICC)**, **Equal Opportunity Cell (EOC)**, and **Gender Sensitization Cell**, shall monitor compliance and outcomes.
- Regular **training sessions, awareness drives, and progress assessments** will be conducted to ensure policy integration in all academic and administrative functions.
- Any violation of this policy, including acts of discrimination, harassment, or retaliation, shall be addressed promptly through the University's established grievance redressal procedures.
- The policy shall be **periodically reviewed and updated** to reflect evolving best practices, statutory requirements, and institutional experiences.

AMITY UNIVERSITY RAJASTHAN JAIPUR